



**BRANCH EQUITY TEAMS:**  
DEVELOP AND IMPLEMENT ANNUAL WORK PLAN GOALS, PERFORMANCE MEASURES, AND TRAINING NEEDS

*Strengthen and irreversibly embed racial equity, inclusion, and diversity throughout Seattle Public Utilities.*

## **Building accountability and ownership at all levels of the organization**

### **Key Highlights**

- Deputy Directors are Executive Sponsors of their respective Branch Equity Teams (BETs).
- Branch management teams (including the Branch Deputy) are responsible for identifying BET members.
- Individual branches provide resources and administrative support for their BET.
- At a minimum, BETs must have one to two representatives from each division, be racially diverse, and comprised of a mix of APEX SAM and hourly wage staff.
- BETs develop branch-specific work plans items and measureable goals related to diversity, race and social justice, and service equity.
- BETs build learning (training) objectives, prioritize and participate in the application of equity planning tools, analyze and set branch WMBE goals, identify other needs such as gaps in data, and provide 1-2 members to participate on the SPU RSJI Change Team.
- EJSE provides technical support and advice to branch management teams, BETs, and the SPU RSJI Change Team.
- The SPU RSJI Change Team is the point of contact for employee affinity groups.
- Affinity groups with a diversity and race and social justice focus continue to be supported by SPU and have access to financial and other resources to support their development.

### **Key Internal Staff Benefits**

- Improved 'line of sight' accountability from staff, to work units, to their division and branch executives.
- Greater opportunities for staff to participate, be engaged and support SPU diversity, RSJI, and service equity efforts.
- Greater clarity on the role of EJSE and accountability of branches in support of this work.
- SPU diversity, RSJI, and service equity work is moved 'closer to home'. Branch-specific diversity and service equity goals and work items are now immediately relevant to individual workplaces within SPU.
- Efforts to create and retain a diverse workforce are initiated and supported at the branch level.

### **Key External Customer and Community Benefits**

- Improving Transparency: More opportunities to be informed and engaged on SPU's business and interests.
- Expanding Customer Service: Improved and more culturally relevant access to SPU services.
- Building Operational Excellence: More racially equitable service delivery outcomes.